

City of San José
Human Resources Department

2010 Health and Dental Semi-Monthly Rates

Effective from 1/1/2010 (PP 1) through 12/31/2010 (PP 26)

Health Insurance Plans						
(Health premiums are deducted the first 2 paydays of each month, and are pre-tax)						
	Kaiser Single	Kaiser Family	Blue Shield HMO Single	Blue Shield HMO Family	Blue Shield POS/PPO Single	Blue Shield POS/PPO Family
100% Benefits: Full-Time Employees Including RWW Employees who work 32 - 39 Hrs						
Employee Contribution	24.20	60.26	52.27	151.52	157.18	421.40
City Contribution	217.83	542.34	217.83	542.34	217.83	542.34
Total	242.03	602.60	270.10	693.86	375.01	963.74
75% Benefits: Part-Time Employees who work 30 - 39 Hrs & RWW Employees who work 30 - 34 Hrs						
Employee Contribution	78.65	195.84	106.72	287.10	211.63	556.98
City Contribution	163.38	406.76	163.38	406.76	163.38	406.76
Total	242.03	602.60	270.10	693.86	375.01	963.74
62.5% Benefits: Part-Time & RWW Employees who work 25 - 29 Hrs						
Employee Contribution	105.88	263.63	133.95	354.89	238.86	624.77
City Contribution	136.15	338.97	136.15	338.97	136.15	338.97
Total	242.03	602.60	270.10	693.86	375.01	963.74
50% Benefits: Part-Time & RWW Employees who work 20 - 24 Hrs						
Employee Contribution	133.11	331.43	161.18	422.69	266.09	692.57
City Contribution	108.92	271.17	108.92	271.17	108.92	271.17
Total	242.03	602.60	270.10	693.86	375.01	963.74
Dental Insurance Plans						
(Dental premiums are deducted the first 2 paydays of each month, and are pre-tax)						
	Delta Dental PPO			DeltaCare HMO		
100% Benefits: Full-Time Employees Including RWW Employees who work 35 - 39 Hrs						
Employee Contribution	2.78			None		
City Contribution	52.96			24.99		
Total	55.74			24.99		
75% Benefits: Part-Time Employees who work 30 - 39 Hrs & RWW Employees who work 30 - 34 Hrs						
Employee Contribution	16.02			6.24		
City Contribution	39.72			18.75		
Total	55.74			24.99		
62.5% Benefits: Part-Time & RWW Employees who work 25 - 29 Hrs						
Employee Contribution	22.64			9.37		
City Contribution	33.10			15.62		
Total	55.74			24.99		
50% Benefits: Part-Time & RWW Employees who work 20 - 24 Hrs						
Employee Contribution	29.26			12.49		
City Contribution	26.48			12.50		
Total	55.74			24.99		
Health and Dental In-Lieu Plan Payments						
Payment in-lieu of coverage is available for qualified enrollees (full-time and RWW who work 35+ Hours) Payments are made every payday, are taxable, and are subject to withholding						
	Health In-Lieu			Dental In-Lieu		
If eligible for family coverage	250.31			24.44		
If <u>not</u> eligible for family coverage	100.54			24.44		